

TOTAL HEALTH WELLNESS PROGRAM TOBACCO CESSATION PROGRAM



To support the overall health and wellness of County employees, Shelby County Government is taking steps to discourage the use of tobacco products. Employees will pay a higher cost for medical coverage if the employee and/or his/her spouse who are covered under Shelby County Government's medical plan have (1) used any tobacco products (including, but not limited to: cigarettes, electronic cigarettes, cigars, cigarillos, pipes, chewing tobacco, snuff, dip, and loose tobacco smoked via pipe) four or more times a week within the past 6 months; **and** (2) fails to complete a Shelby County Government approved tobacco cessation program. This tobacco surcharge will be \$25 per person (employee and/or spouse) per pay period for one full year and will begin July 1, 2016. The surcharge does not apply to dependent children.

If you elected yourself as "I am a tobacco user" you have two options to avoid the surcharge:

1. Cigna Quit Today: A telephonic program with one on one coaching goals. Call 1-866-417-7848 to enroll today. You must be deemed as "making progress towards your goal" by your coach in order to avoid the surcharge.
OR
2. Freedom from Smoking program: An 8 course class over 7 weeks through the County's Health Department. Please call Courtney Tipper at 901-222-9274 to enroll or for more information. You must complete the requirements and attend classes to avoid the surcharge.

In order to **avoid** the surcharge, you must comply with one of the above programs by April 30, 2016. Otherwise, you will receive the surcharge effective July 1, 2016.

If it is unreasonably difficult due to a health condition for you to meet the requirements under this program, or if it is medically inadvisable for you to attempt to meet the requirements of this program, you must notify the Employee Benefits Department and a reasonable alternative standard will be available for you to avoid the surcharge. For example, if you are currently being treated by a physician for nicotine addiction, we may request an affidavit from your physician and provide a reasonable alternative to incurring the surcharge.